



COLORADO

DOUGLAS COUNTY

Douglas County School District
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Program Overview

Douglas County School District's long-running performance-based compensation program began during the 1993–94 school year. The compensation program incorporates two distinct components: a base salary structure and bonus incentive awards. The district established the Teacher Compensation Committee to develop the program in collaboration with other stakeholders. The committee consisted of 20 teachers from elementary, middle, and high schools; five members of the central administration; and five community members. Two third-party facilitators presided over the discussions to assist in addressing potential barriers. The committee devoted more than 6,000 hours during a nine-month period to build consensus on a final plan that was approved by 80 percent of the teaching staff.

Under the performance pay plan, teachers increase their base salary each year only if they receive a satisfactory evaluation or obtain an education degree. This differs from a traditional salary structure because teachers do not automatically receive a pay increase based on seniority; they must attain a satisfactory evaluation. The salary of teachers who receive an unsatisfactory evaluation is adjusted only for cost of living.

The district also offers bonus incentives through which teachers can earn additional compensation. The bonuses are one-time awards that teachers can use to supplement their salary each year. The components include:

- **Group Incentive Program.** Groups of teachers can earn an award for setting and meeting performance goals. Teachers submit a plan that outlines their annual goals to a Group Incentive Board (GIB) for approval. At the end of the year, teachers generate a report for the GIB that describes implementation of their plan, evidence of impact, personal reflection, and future goals. The GIB determines whether teachers met their goals and the amount of the award.
- **Outstanding Teacher.** Teachers can earn four different outstanding teacher awards: A *Type A* portfolio uses criteria the district adapted from the National Board for Professional Teaching Standards (NBPTS). The school principal reviews the portfolio and determines whether it meets the target criteria and all six NBPTS components and whether it is eligible for the award. For a *Type B* portfolio, teachers are expected to use a



configuration map to develop standards-based classroom practices and measure themselves against the rubric. A *Type C portfolio* allows teachers pursuing NBPTS certification to submit a modified version of their NBPTS portfolio for review. A *Type D* portfolio requires teachers to submit evidence of student growth in order to receive an award. For each of these bonus awards, teachers can earn up to \$1,250.

- **Skills Blocks.** The district offers awards ranging from \$250 to \$500 for teachers who attend afterschool skill-block sessions and demonstrate their mastery of the skills taught during the session.
- **Master Teacher.** The district developed a master teacher designation for teachers who demonstrate outstanding student growth and attain NBPTS certification or who demonstrate two years of outstanding student growth. Furthermore, master teachers must demonstrate leadership. Once a teacher obtains master teacher status, the recognition is valid for five years and carries an annual award of \$2,500.
- **Responsibility Pay.** Teachers can earn incentive pay for taking on additional responsibilities either for the district or at their schools. Teachers who agree to join various district-based committees are eligible for annual \$25 awards. The school determines school-based responsibilities and award size is based on a per-student basis and awarded on an individual basis.

Program Information

- [Douglas County Performance Pay Executive Summary](#)
- [Douglas County Performance Pay Fast Facts](#)
- [Douglas County Performance Pay Eligibility Guidelines](#)

Select Articles and Reports

- Hartman, D. B., & Weil, R. (January 30, 1997). [Developing a Performance Pay Plan for Teachers: A Process, Not an Event](#).
- Education World. [Pay for Performance: It Can Work -- Here's How](#).